

CALIFORNIA APPRENTICESHIP COUNCIL

455 Golden Gate Avenue, 10th Floor

San Francisco, CA 94102

Tel: (415) 703-4920

Fax: (415) 703-5477

www.dir.ca.gov



ADDRESS REPLY TO:
California Apprenticeship Council
P. O. Box 420603
San Francisco, CA 94142-0603

EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE MEETING

MINUTES

Wednesday – April 28, 2009 9:00 a.m.

I. Call To Order/ Roll Call

CAC Commissioner Julia Dozier called the meeting to order at 9:01 a.m.

Members present: Carl Goff, Dina Kimble, Julia Dozier, Anne Quick, Aram Hodess, Cedric Porter, Pat McGinn, Donna Bechthold, and Acting Chief Glen Forman.

Members absent: Les DenHerder

Review/Approval of the minutes of January 29, 2009

A motion to accept the minutes was made and seconded. The minutes were approved.

II. Discuss strategies and implementation of ideas and information and put into action

Acting Chief Glen Forman reported the current minority statistics. The female intake is a five-year average; overall it is a 2.02 percent in the construction industry. The minorities are about 62.16 % in the building and construction industry. (See attached) Mr. Forman reported that one of the reasons this was brought up was because the female intake goals were so low and yet the State wide goal is 22 percent and a more realistic goal needs to be determined. Mr. Forman went on to say that the Cal Plan states that for the first year you take the goals from the census data. There after you take what actually happened during that first year and you build on that.

Special Assistant to the Chief, Renee Bacchini gave an overview of how data was gathered for the report on Women in Apprenticeship in the 2006 Blue Ribbon Committee. Ms. Bacchini reported that DAS put together a Director's Award for Excellence in Supporting Women in the Building Trades. She also reported that an award was created for the Apprenticeship Programs as well as Contractors. Some of the questions on the report asked the programs what innovative ways do they attract women and how to keep them. It is the intent of DAS to take these responses and put them in a Best Practices list. After discussion, it was found that there wasn't much response on what to do with the data. Chairperson Dozier suggested continuing the discussion at the next meeting and if anyone is interested in contributing any suggestions, to please submit them to her.

Commissioner McGinn submitted a report from the Equal Opportunity Commission that was addressed to employers for their care givers employees. He expressed that the report could apply to Apprenticeship Programs with relation to recruitment. He further expressed that some conduct can constitute unlawful discrimination when dealing with an issue and is treated differently between males and females and visa versa.

Commissioner Dozier commented that the report may be useful to all employers, just as a reminder of the dangers when addressing certain issues.

Commissioner Dozier commented, coming from the educational side, that in the path of recruitment of women in construction, perhaps a way of breaking certain barriers could be for employers to consider attending a “Parents Night”, at a local High School, and speak to them about how this is a valuable career for both their daughters as well as their sons.

- Educate employers and their foremen about fairness in the work place.
 - It was suggested to put a group together that could come up with some tail gate safety meeting topics.
 - It also suggested taking a closer look at the percentage on the Statistics of Minorities commenting that it was not realistic.
 - It was asked what the process is needed to change the requirements of the percentage goals on the Cal Plan. Acting Chief Glen Forman will be looking into training his staff on how to set Cal Plan goals. Mr. Forman stated that anyone can ask their Consultant for a current copy of their current Cal Plan. This will show what their percentages are. He further stated that the Standards for each committee would have to be changed for each committee to reach realistic goals because it is part of the selection procedure. DAS would like some guidelines from EOA.
 - Mr. Forman said that he will contact Michael W. Longeuay, Regional Director, Region VI with the U.S. Dept. of Labor, ATELS to see if they have a way of accessing these goals into the Federal system. The Federal language and the State language are the same. If Mr. Forman finds that a system is all ready in place, he will bring it back to the next Committee meeting for discussion.
 - Madame Chair Dozier asked if Sexual Harassment Prevention is being taught in most or all apprenticeship programs as standard. It was stated that Sexual Harassment Prevention is taught to apprentices in all the programs, but there should be a better focus at the level of the journeymen. Tammy Castillo, Operating Engineers stated that her program hold weekly Sexual Harassment meetings.
- Possibility of the necessity of mentors for female Apprentices
 - It was suggested that if any programs that had a mentoring program in place that perhaps they could share it with the committee and an outline could be used for all programs.
- Ways to encourage and recruit women into the industry
 - Chairperson Dozier suggested the possibility of recruiting in non traditional areas, such as child care centers, churches, or community based organizations. She stated that perhaps this could be added to the Best Practices and make a list so the committee could see what is working and what is not.

III. Other Items of Potential Interest

- No other suggestion were made

IV. Adjournment

A motion to adjourn was made by The meeting adjourned at 10:10 a.m.

DRAFT